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Central Intelligence Agency



Washington, D.C. 20505

31 Oct 81

The Honorable Edward P. Boland, Chairman
Permanent Select Committee on Intelligence
House of Representatives
Washington, D.C. 20515

Dear Mr. Chairman:

I indicated to you in my letter of 14 July 1981 that I had asked our Office of Personnel to undertake a thorough review and analysis of overall Agency pay scales and the compensation of Intelligence Community civilians posted overseas. This review will address your concerns as to comparable compensation of overseas personnel and will also examine the effectiveness of our present compensation practices.

In order to supplement our in-house resources and to introduce a measure of outside objectivity, I decided to employ a consultant for this purpose. CIA has entered into a contract with the firm of Towers, Perrin, Forster and Crosby to assist us in this task. TPF&C is one of the nation's top flight compensation consulting firms with a number of large international clients and a very comprehensive overseas and domestic salary data base.

TPF&C will finish the first phase of its study concerning overseas personnel on or before our projected date of 1 February 1982. This effort will be community-wide in nature and will consist of on-site visits to a number of overseas locations of dispersed size and geographic location where there is community-wide representation. Position audits will be conducted on the four key occupational areas across Agency lines in the Department of State, NSA, DIA and CIA. Comparisons, for example, will be made between CIA Operations Officers and State Department Foreign Service Officers. The final product will include quantitative evaluations of major classes of positions community-wide and salary recommendations for these against applicable pay data, using the total compensation approach. In the second phase of this study we have asked the consultant, once the overseas portion has been completed, to examine other aspects of our compensation system.

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We are presently coordinating the overseas portion with the three other agencies and selecting co-located sites, where possible, to be visited. The surveys of foreign installations will occur in November and December. Following completion of the study near the end of January, I will be pleased to provide the report to the Committee and to share with you my plan of action.

Sincerely,

/s/ Wm. J. Casey

William J. Casey
Director of Central Intelligence

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